



# City of Culver City

## Staff Report Details (With Text)

**File #:** 20-871      **Version:** 1      **Name:** Hospitality Worker Protections  
**Type:** Minute Order      **Status:** Action Item  
**File created:** 3/23/2020      **In control:** City Council Meeting Agenda  
**On agenda:** 3/26/2020      **Final action:**  
**Title:** CC - (1) Discussion of Emergency Protections for Hospitality Workers Related to the 2019 Novel Coronavirus (COVID-19); and (2) Direction to the City Manager as Deemed Appropriate.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 2020-03-26\_ATT-Emergency Action Proposals, 2. 2020-03-26\_ATT-Hospitality Workplace Protection Ordinance, 3. 20-03-26 Agenda Item A-4 Supplemental Information v2.pdf

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

**CC - (1) Discussion of Emergency Protections for Hospitality Workers Related to the 2019 Novel Coronavirus (COVID-19); and (2) Direction to the City Manager as Deemed Appropriate.**

**Meeting Date:** March 26, 2020

**Contact Person/Dept:** Ashley Hefner/Community Development Department

**Phone Number:** 310-253-5744

**Fiscal Impact:** Yes  No       **General Fund:** Yes  No

**Public Hearing:**       **Action Item:**       **Attachments:**

**Commission Action Required:** Yes  No       **Date:**

**Public Notification:** (E-Mail) Meetings and Agendas - City Council (03/25/2020)

**Department Approval:** John M. Nachbar, City Manager (03/24/2020)

### RECOMMENDATION

Staff recommends the City Council (1) discuss emergency protections for hospitality workers related to the 2019 Novel Coronavirus (COVID-19); and (2) provide direction to the City Manager as deemed appropriate.

## **BACKGROUND/DISCUSSION**

UNITE HERE Local 11, a union group, has requested the City Council consider enacting emergency protections for hospitality workers related to the COVID-19 emergency. The protections are intended to allow them to (1) be safe if they continue to work during the Coronavirus pandemic; and (2) receive a preference in rehiring if they are subject to layoffs due to this emergency.

Union representatives provided emergency action proposals from hospitality workers responding to the Coronavirus outbreak (Attachment 1) and a Hospitality Workplace Protection Ordinance (Attachment 2) for City Council to consider. The proposals include provisions for prevention, control of layoffs, public health training, and enforcement/ strengthening of short term rental laws. The ordinance outlines provisions on the fair discharge and recall of workers, worker retention, measures to facilitate handwashing, notice of workers' rights, supersession of a bona fide collective bargaining agreement, and prohibition of retaliatory action.

Staff researched what other cities are doing and was unable to find any other cities that have implemented these measures.

If the City Council provides direction to adopt some or all of the proposed measures, (1) the City Manager will issue a supplemental public order consistent with such direction; and (2) staff will return with an urgency ordinance at the next City Council meeting confirming the City Manager's orders.

## **FISCAL ANALYSIS**

There is no fiscal impact associated with the discussion of this item.

## **ATTACHMENTS**

1. 2020-03-26\_ATT-Emergency Action Proposals
2. 2020-03-26\_ATT-Hospitality Workplace Protection Ordinance

## **MOTION**

That the City Council:

1. Discuss emergency protections for hospitality workers related to the 2019 Novel Coronavirus (COVID-19); and
2. Provide direction to the City Manager as deemed appropriate.